

# EEO PUBLIC FILE REPORT

## WRKA-FM/WQNU-FM/WVEZ-FM/WSFR-FM

**APRIL 1, 2019 - MARCH 31, 2020**

### FULL-TIME POSITIONS FILLED

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organization ns entitled to notification)*	Number Interviewed	Number Hired
1	Business Manager	3/15/2019	4/8/2019	Internal Posting– Bulletin Boards on each floor / Employee Referral Summit Media Website/ station websites /Recruitment ads on WQNU/WRKA/WSFR/WVEZ Client Referral Bluegrass Community & Technical College Brown Mackie College Louisville Campbellsville University Indiana University Southeast Sullivan University University of Kentucky University of Louisville Word of Mouth LinkedIn	2   1         1	1
2	Account Executive		7/9/2019	Internal Posting– Bulletin Boards on each floor / Employee Referral Summit Media Website/ station websites /Recruitment ads on WQNU/WRKA/WSFR/WVEZ Kentucky Broadcasters Association Client Referral Bellarmine University Bluegrass Community & Technical College Campbellsville University Indiana University Southeast Sullivan University	2  3  2	1  1

				University of Kentucky		
				University of Louisville		
				Walk In	1	
				LinkedIn	2	1
3	WQNU APD/PM On-Air Personality	3/18/2019	5/13/2019	Internal Posting– Bulletin Boards on each floor / Employee Referral		
				Summit Media Website/ station websites /Recruitment ads on WQNU/WRKA/WSFR/WVEZ		
				All Access	6	1
				Mutual Friend Referral	1	
				Country Aircheck	1	
				RAMP	1	
				Kentucky Broadcasters Association		
				Bellarmino University		
				Bluegrass Community & Technical College		
				Brown Mackie College Louisville		
				Campbellsville University		
				Centre College		
				Indiana University Southeast		
				Sullivan University		
				University of Kentucky		
				University of Louisville		
				Word of Mouth		
4	Account Executive		12/2/2019	Internal Posting– Bulletin Boards on each floor / Employee Referral		
				Summit Media Website/ station websites /Recruitment ads on WQNU/WRKA/WSFR/WVEZ		
				American Advertising Federation of Louisville		
				Campbellsville University		
				University of Louisville		
				University of Kentucky		
				Indiana University Southeast		
				Kentucky Broadcasters Association		
				Bluegrass Community and Technical College		

				Bellarmino University		
				Word of Mouth		
				Indeed	4	1
5	WQNU Afternoons/APD	10/10/2019	3/2/2020	Internal Posting– Bulletin Boards on each floor / Employee Referral	2	1
				Summit Media Website/ station websites /Recruitment ads on WQNU/WRKA/WSFR/WVEZ		
				All Access	4	
				RAMP		
				Bellarmino University		
				Campbellsville University		
				Centre College		
				Sullivan University		
				Indiana University Southeast		
				University of Kentucky		
				University of Louisville		
				Word of Mouth		

**\*The Attached List of Recruitment Sources were contacted for the above openings**

## Information Regarding Recruitment Sources for Full-Time Vacancies

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	Internal Posting– Bulletin Boards on each floor / Employee Referral	Hiring Manager	4	
2	Summit Media Website/ station websites /Recruitment ads on WQNU/WRKA/WSFR/WVEZ	Hiring Manager	3	
3	Advertising Federation of Louisville	<a href="http://aaflouisville.org/classifieds.php">http://aaflouisville.org/classifieds.php</a>		
4	Kentucky Broadcasters Association	<a href="http://kbawordpress.mcallenphp.net/employment-opportunities-2/">http://kbawordpress.mcallenphp.net/ employment-opportunities-2/</a>		
5	All Access 28955 Pacific Coast Hwy Suite 210 Malibu, CA 90265	<a href="mailto:jdenvier@allaccess.com">jdenvier@allaccess.com</a>	10	
5	RAMP	661-294-9408 <a href="mailto:carermedia@gmail.com">carermedia@gmail.com</a>	1	
6	Country Aircheck	(615) 320-1450 <a href="mailto:news@countryaircheck.com">news@countryaircheck.com</a>	1	
7	Bellarmine University Career Development Center 2001 Newburg Road	502-272-8000		

Louisville, KY 40205

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|----|--|--------------|
| 8  | Bluegrass Community & Technical College<br>Student Employment Services<br>470 Cooper Dr<br>Lexington, KY 40506 | 502-839-8488 |
| 9  | Brown Mackie College Louisville<br>Career Services<br>625 Eden Park Dr. Suite 1100<br>Cincinnati, OH 45202     | 502-968-7191 |
| 10 | Campbellsville University<br>Career Services<br>1 University Dr, UPO 917<br>Campbellsville, KY 42718           | 800-264-6014 |
| 11 | Indiana University Southeast<br>Career Development Center<br>4201 Grantline Road<br>New Albany, IN 47150       | 812-941-2333 |
| 12 | Sullivan University<br>Career Services<br>3101 Bardstown Road<br>Louisville, KY 40205                          | 502-456-6505 |
| 13 | University of Kentucky<br>James W Stickert Career Center<br>408 Roase St<br>Lexington, KY 40506                | 859-257-2746 |

14	University of Louisville Career Development Center 2211 South Brook St Louisville, KY 40202	502-852-6701	
15	Centre College	(859) 238-5283 <a href="mailto:careers@centre.edu">careers@centre.edu</a>	
16	Walk In		1
17	Client Referral		3
18	Mutual Friend Referral		1
19	Linked In	<a href="http://www.linkedin.com">www.linkedin.com</a>	3
20	Indeed	<a href="http://www.indeed.com">www.indeed.com</a>	4
21	Former Employee Referral		2

**LONG TERM RECRUITMENT INITIATIVES**  
**SUMMIT MEDIA – WRKA-FM/WVEZ-FM/WSFR-FM/WQNU-FM**  
**APRIL 1, 2019 – MARCH 31, 2020**

ONGOING

INTERNSHIP PROGRAM

DESCRIPTION: CONTINUED OUR DEDICATION TO THE DEVELOPMENT OF YOUNG ADULTS INTERESTED IN WORKING IN THE FIELD OF RADIO AND DIGITAL MEDIA.

SCOPE OF INVOLVEMENT: EDUCATE INTERNS ON THE VARIOUS OPPORTUNITIES WITHIN RADIO AND THE BROADCASTING FIELD. ALLOW INTERNS TO WORK SIDE BY SIDE WITH EMPLOYEES IN SEVERAL DIFFERENT POSITIONS WITHIN OUR LOCATION. GIVE INTERNS HANDS ON EXPERIENCE IN BROADCASTING, MARKETING, AND GENERAL BUSINESS OFFICE PRODECURES.

PERSONNEL INVOLVED: BRENT TURNER

ONGOING

TRAINING PROGRAMS

DESCRIPTION: CSS TRAINING, EXECUTIVE LEADERSHIP SEMINARS, AND MANAGEMENT SEMINARS. THESE VARIOUS TRAINING PROGRAMS ARE OFFERED TO MANAGERS AND ACCOUNT EXECUTIVES TO HELP STATION PERSONNEL DEVELOP SKILLS THAT COULD QUALIFY THEM FOR HIGHER LEVEL POSITIONS.

SCOPE OF INVOLVEMENT: EMPLOYEES ATTENDED CLASSES, SEMINARS, AND TRAINING SESSIONS TO ADVANCE THEIR KNOWLEDGE.

PERSONNEL INVOLVED: ERIC FOW, SALES STAFF,

ONGOING

TRAINING PROGRAMS

DESCRIPTION: WIDE ORBIT, RUMPLE, VICI MEDIA DIGITAL TRAINING, AND NIELSEN AUDIO TRAINING

SCOPE OF INVOLVEMENT: TRAINING TO ENSURE EMPLOYEES ARE PROFICIENT IN EACH PROGRAM – THE COMPANY ADVERTISING, BILLING, AND ACCOUNTS RECEIVABLE SOFTWARE PROPERLY



PERSONNEL INVOLVED: ALL EMPLOYEES USING SOFTWARE PRODUCT

**EEO NARRATIVE**  
**SUMMIT MEDIA LOUISVILLE – WRKA-FM/WVEZ-FM/WSFR-FM/WQNU-FM**  
**APRIL 1, 2019 – MARCH 31, 2020**

SUMMIT MEDIA LOUISVILLE STRIVES TO ACHIEVE BROAD AND INCLUSIVE OUTREACH IN THE RECRUITMENT AND HIRING OF A DIVERSE WORKFORCE IN SEVERAL WAYS. SUMMIT MEDIA NOT ONLY UTILIZES OUR LARGE CORPORATE CAREER NETWORK, LOCAL/NATIONAL CLASSIFIED LISTINGS, AND PROFESSIONAL/TRADE JOB POSTINGS, BUT IS ALSO ABLE TO TAKE ADVANTAGE OF THE WIDE VARIETY OF PROFESSIONAL AND EDUCATIONAL EMPLOYMENT ORGANIZATIONS IN THE LOUISVILLE AREA – HELPING SUMMIT MEDIA REACH ALL AREAS OF THE DIVERSE LOUISVILLE COMMUNITY (IE: ADVERTISING FEDERATION OF LOUISVILLE, AND KENTUCKY DERBY FESTIVAL). THE GROWTH OF ONLINE JOB POSTING HAS ALSO ADDED TO OUR ABILITY TO REACH A WIDER VARIETY OF APPLICANTS THAN EVER BEFORE.

SUMMIT MEDIA LOUISVILLE HAS A LONG-STANDING AND VERY POPULAR INTERNSHIP PROGRAM. THIS HIGHLY SUCCESSFUL PROGRAM DRAWS A VARIETY OF HIGH SCHOOL AND COLLEGE STUDENT APPLICANTS QUARTERLY. MANY OF THE STUDENTS WHO HAVE WORKED WITH SUMMIT MEDIA LOUISVILLE AS INTERNS HAVE GONE ON TO BECOME EMPLOYEES OF THE COMPANY.

FINALLY, SUMMIT MEDIA LOUISVILLE UTILIZES THE VAST NUMBER OF EDUCATIONAL INSTITUTIONS IN THE AREA BY ACTIVELY PARTICIPATING IN JOB FAIRS OR BUSINESS SCHOOL NETWORKING EVENTS ON AREA CAMPUSES. SUMMIT MEDIA EMPLOYEES FROM VARIOUS DEPARTMENTS TAKE THIS OPPORTUNITY TO DISCUSS CURRENT AND FUTURE OPPORTUNITIES WITH STUDENTS ENTERING THE JOB FORCE, COLLECT RESUMES/APPLICATIONS, AND EVEN CONDUCT INTERVIEWS ON THE SPOT WHEN APPLICABLE.